

**U.S. Department of Energy, Richland Operations Office
And
CH2M HILL Plateau Remediation Company**

Partnering Charter For Partnering Performance Agreement

Purpose

The U.S. Department of Energy (DOE) Richland Operations Office (DOE-RL) and CH2M HILL Plateau Remediation Company (CHPRC) are committed to continuous improvement and will utilize principles of the DOE Environmental Management (DOE-EM) Partnering Policy to enhance teaming to further execute the Plateau Remediation Contract. This focused partnership is intended to improve the mission of Hanford Site cleanup, emphasizing project safety, compliance and delivery completed on time and within cost. This partnership is built on the premise that unless the contractor is successful, the program itself cannot be successful.

Partnering establishes a collaborative approach to achieve results. Partnering is not a contract. It does not alter the legal relationship between the government and the contractor. This teaming approach is based on open communication, collaboration and conflict resolution. Partnering refocuses the nature of DOE-RL and CHPRC's working relationship based on these mutual goals and objectives. This model emphasizes early detection of problems and issues and resolves them early in the process in a more proactive manner than would happen through the normal process of performance and reporting. Partnering, therefore, is a commitment to perform as a team.

Partnering is a way of creating cohesive and effective teams united in the accomplishment of the mission. DOE-RL and CHPRC are committed to working together to achieve this model of success by sponsoring and actively participating in a series of facilitated partnering meetings designed to improve communication and collaboration.

A jointly sponsored series of partnering workshops includes senior management personnel who have subsequently sponsored next-level partnering meetings with management personnel and key staff in attendance. Mr. Matt McCormick, DOE-RL Manager, and Mr. John Lehew, CHPRC President, co-signed an all-employee document on August 18, 2010 that outlined their jointly held commitment to work together within a partnering framework. Employees are urged to support this commitment by actively engaging in teaming activities as requested by their management.

DOE-RL and CHPRC Teaming Objectives - September 2010

DOE-RL and CHPRC commit to a facilitated teaming and communication process that focuses on the following objectives:

- Clarify expectations between DOE-RL and CHPRC regarding communications, teamwork and problem solving
- Focus on an agreed upon approach to managing the contract to include baseline, current scope and new scope

- Specify and communicate expectations regarding safety and environmental management.

Commitment to Partnering Policy

Partnering Performance Agreement Workshops

DOE-RL and CHPRC reached a mutual understanding of the outcomes of the partnering relationship. In support of the agreement, a series of Partnering Workshops are facilitating a shared vision, goals for the team and agreed upon rules for the partnering team. Partnering Performance Team Agreements are being organized with the following provisions:

- Mission of the Partnering Team
- Goals and Objectives
- Ongoing Facilitation and Administration of Partnering Meetings
- Actions and Commitment of Partnering Team Members

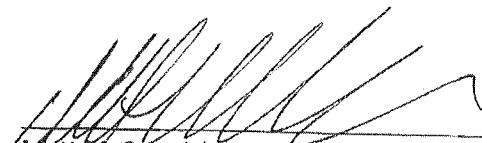
Additional focus is placed on conflict resolutions skills and tools that enable team members to identify issues and underlying concerns that adversely affect the ability of teams to work productively within a partnering framework.

DOE-RL and CHPRC Partnering Commitments

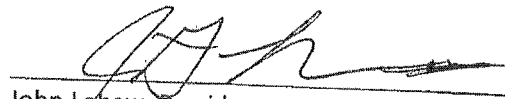
The initial Partnering Meeting conducted on Friday, August 13, 2010, resulted in the following commitments as key steps in an ongoing partnering process. Those actions include:

1. Communicate a jointly signed Partnering Commitment that sets the expectation for all employees to perform work within the partnering approach to mission success. (Completed)
2. Facilitate partnering workshops focused on Safety. (Ongoing)
3. Facilitate partnering workshops focused on Contracts. (Ongoing)
4. Facilitate partnering workshops focused on Nuclear Safety and Transportation. (Ongoing)
5. Facilitate partnering workshops focused on Communications. (Ongoing)

SIGNED:


 Matt McCormick, Manager
 Department of Energy, Richland Operations Office

Date: 10/25/10


 John Lehw, President
 CH2M HILL Plateau Remediation Company

Date: 10/25/10

